Occupational Disability - A Workplace Injury or Illness

All University employees are entitled to benefits under the *Workplace Safety and Insurance Act* (WSIA) [1] for all personal injury or illness "arising out of and in the course and scope of employment". The reporting requirements and eligibility is determined by the Workplace Safety and Insurance Board (WSIB) [2].

The Workplace Safety and Insurance Act requires that employers, workers and health care practitioners cooperate and work together in achieving optimal recovery and early and safe return to work. The University will provide employees with appropriate modified work, while they are recovering from their injury.

All work related incidents, illnesses and injuries must be reported by completing the Illness or Injury Incident Report [3]. Once complete, please submit by fax to 519-780-1796 or upload to the OHW Secure Drive [4] within 24 hours of the incident.

Incident reports must be completed and forwarded to OHW in a timely manner so that the University is able to meet is reporting obligations under WSIB.

Employees and Managers/Supervisors have responsibilities they must fulfill in the process of reporting workplace injury or illness.

Employee's Responsibilities [5]

Manager/Supervisor Responsibilities [6]

Source URL:https://www.uoguelph.ca/hr/hr-services/occupational-health-wellness/occupational-disability-workplace-injury-or-illness

Links
[1] https://www.ontario.ca/laws/statute/97w16 [2] https://www.wsib.ca/en [3] https://www.uoguelph.ca/hr/system/files/05.29.2025%20-%20Incident%20Report%20Form.pdf [4] https://uoguelphca-my.sharepoint.com/personal/ohw_uoguelph_ca/_layouts/15/onedrive.aspx?p=26&s=aHR0cHM6Ly91b2d1ZWxwaGNhLW15LnNoYXJlcG9pbnQuY29tLzpmOi9nL3BlcnNvbmFsL29od191b2d1ZWxwaF9jYS9FbHc4aEp0SmlYdFBxSk1TaWdOd0RYWUI4d3pVdlNRd016T3I0ZDg5ODM1dUZn&originalPath=aHR0cHM6Ly91b2d1ZWxwaGNhLW15LnNoYXJlcG9pbnQuY29tLzpmOi9nL3BlcnNvbmFsL29od191b2d1ZWxwaF9jYS9FbHc4aEp0SmlYdFBxSk1TaWdOd0RYWUI4d3pVdlNRd016T3I0ZDg5ODM1dUZnP3J0aW1lPXYxRVdKSzBwMlVn [5] https://www.uoguelph.ca/hr/about-hr/occupational-health-and-wellness-ohw/occupational-disability-workplace-injury-or-illness-employees-responsibilities [6] https://www.uoguelph.ca/hr/about-hr/occupational-health-and-wellness-ohw/occupational-disability-workplace-injury-or-illness-mangersupervisor-responsibilities